



TOWN OF ARLINGTON EQUAL OPPORTUNITY ADVISORY COMMITTEE

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TRICIA O'DONOGHUE, CHAIRMAN
BARBARA BOLTZ
ANDREA HAAS
AUGUSTA HAYDOCK
JACK JONES
LORI LENNON

CARYN COVE MALLOY
EQUAL OPPORTUNITY OFFICER

Equal Opportunity Advisory Committee Meeting Minutes Wednesday May 10, 2017 7:00 p.m.

Present: Tricia O'Donoghue (Chairman) Barbara Boltz, Caryn Malloy, Jack Jones, Lori Lennon, Augusta Haydock

Absent: Andrea Haas

Minutes

Lori Lennon moved approval of the minutes as drafted.

SO VOTED

Current Job Openings

Caryn Malloy explained that the Town had recently hired five firefighters one of whom is a female; this is the first time in over a decade that the department has had female personnel. She also explained that there would be more hiring activity in the month of June across departments.

Current Bid Projects

The Committee reviewed upcoming projects: The renovation of Robbins Farm infield and basketball courts, the Central School driveway, sanitary sewer (awarded to Rapid Flow), the expansion of the Hardy School and the complete re-construction of the Gibbs School.

Patricia O'Donoghue indicated that she had followed up with the project manager on the Hardy School Expansion to get a better understanding of how the % ratios for female and minority participation were calculated. The information received from the project manager reflects the work as a % of the contract, it was not in relation to the payrolls. All Women Business Enterprises (WBEs) and Minority Business Enterprises (MBEs) must file annually with the secretary of state. Regarding the formula used by the City of Boston, Tricia explained that employees can be counted in as many categories as they

apply: resident, person of color, female etc. as a % of overall work hours. Tricia indicated that she would like to work on developing a standard that we can use here in Arlington so that we have meaningful information about the % of work performed in compliance with the Town Bylaw's participation goals.

School Diversity Task Group (SDTG)

Barbara Boltz reported on the last meeting which was also attended by committee member Lori Lennon. Barbara reported on recent hiring activity in the schools which included Assistant Superintendent, Director of Social and Emotional Learning, the new Principal for the town wide sixth grade located at the Gibbs School went to an internal candidate (Kristen DeFrancisco, current Principal of the Hardy School).

The School Human Resources Officer Rob Spiegel recently attended a minority job fair and reported that he advised potential candidates that if they apply they will receive an interview for any openings in their area of expertise.

The Superintendent Kathy Bodie introduced the consultant, Carlos Hoyt, who will be doing Cultural Competency Training for school principals and administrators in the areas of social identity, social bias and social justice. The SDTG will be going to the School Committee to implore them to make this training mandatory for teachers as well. In her first draft of district goals the Superintendent did not include training for teachers in this area. The SDTG also plans to meet with the curriculum committee on this matter next week.

August Haydock moved to adjourn the meeting at 8:08 p.m.

Caryn Malloy
Equal Opportunity Officer